



Universiteit Utrecht

Utrecht University / School of Governance

Organization and leadership for PhD students

management course

Spring 2010

*Utrecht University
School of Governance
Executive & masterprogramma's*

*Bijlhouwerstraat 6
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Introduction

Professionals such as PhD. students are increasingly expected to take on a leadership role in the organization such as being a coordinator of a project. The course 'Organization and Leadership' is meant for PhD. students who are interested in taking up this role in their present and future work.

The course lasts nine days and gives participants the opportunity to learn about organization processes (why are things organized, or not organized, as they are?) and leadership (how can I influence these processes?). In addition, course participants are given the opportunity to learn practical skills that can help them to function better in a leading role.

Shape of the course

The course will take nine days.

Working method

During the course we will work with personal experiences of the participants, simulations, reflections, tests, role-play, theory exchange and assignments. Concrete examples will be used to explain theoretical frameworks. The perspectives and skills that are practiced in this course are directly applicable to present-day professional practice (organization of the actual research project, supervising assistants, negotiations with clients etc.).

Certification

A student must be present all nine days (100% attendance) to be awarded a certificate of completion.

Utrecht University / School of Governance

The course is organized by Utrecht University School of Governance (USG).

School of Governance is an academic knowledge centre of Utrecht University. Its courses, research and consultancy activities focus on current issues facing public service organizations. Special areas of interest include politics, governance, organization, culture, HRM and communication.

www.uu.nl/usbo/emp

Participants

The course is meant for PhD students from all universities and research schools in the Netherlands. In nine days participants obtain practical insights and concrete skills in the field of organization and leadership.

In the past 14 years more than 400 students have participated in this course. The number of participants is limited so as to allow for the maximum possible learning effect. The participants are expected to be willing to explore and to work on their own functioning in organizations.

Literature

In the course we will work with a reader

Program

1. Organizing and leadership (day 1-3)

Primary task: exploring organization and leadership processes in relation to your self and your own working situation

- Leadership qualities and pitfalls
- Organization in the Mind
- Organization Role analyses

2. Communication skills (day 4-6)

Primary task: learning communication and social skills necessary to function as an effective leader.

- active listening skills
- feedback skills
- job evaluation conversations skills
- 'Bringing bad news' conversations skills

3. Conflict and negotiating skills (day 7-9)

Primary task: learning conflict and negotiating skills necessary to function in a leader's role.

- conflict diagnosis
- conflict styles
- conflict intervention skills
- negotiation skills

4. Coaching conversation (optional)

Practical information

Dates of the course 2010:

May 19th and

June 2nd, 3th, 14th, 15th, 16th, 28th, 29th, 30th

4 ECTS

Course leader: Niels van Steenbergen MA (030) 2538629 (n.m.vansteenbergen@uu.nl)

Admission requirements: university graduate

Charges ca. € 1750, - (with a proviso) materials, coffee and tea included.

Enrolment: see attached form

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